

NOMINATION HEARING OF FRED G. SLABACH

Y 4. AG 8/3: S. HRG. 103-582

Nomination Hearing of Fred G. Slaba... HEARING

BEFORE THE

COMMITTEE ON AGRICULTURE,
NUTRITION, AND FORESTRY
UNITED STATES SENATE
ONE HUNDRED THIRD CONGRESS

FIRST SESSION

ON

NOMINATION OF FREDERICK G. SLABACH TO BE ASSISTANT SEC-
RETARY OF CONGRESSIONAL RELATIONS, UNITED STATES DEPART-
MENT OF AGRICULTURE

FEBRUARY 8, 1994

Printed for the use of the
Committee on Agriculture, Nutrition, and Forestry



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NOMINATIONS HEARING

TUESDAY, FEBRUARY 8, 1994

UNITED STATES SENATE,
COMMITTEE ON AGRICULTURE, NUTRITION, AND FORESTRY,
Washington, D.C.

The committee met, pursuant to notice, at 8:35 a.m. in Room SR-332, Russell Senate Office Building, Hon. Patrick J. Leahy, chairman of the committee, presiding.

Present or Submitting a Statement: Senators Leahy, Lugar and Cochran.

STATEMENT OF HON. PATRICK J. LEAHY, A U.S. SENATOR FROM VERMONT

The CHAIRMAN. Good morning. We have just one item on the agenda, the nomination of Fred Slabach, of Mississippi, to be Assistant Secretary of Congressional Relations. Having said that, coming from Mississippi, I know my place in the hierarchy. I immediately yield to the senior Senator from Mississippi, Senator Cochran.

STATEMENT OF HON. THAD COCHRAN, A U.S. SENATOR FROM MISSISSIPPI

Senator COCHRAN. Mr. Chairman, you are very kind. I appreciate your courtesy very much because it gives me a chance to introduce to the committee a good friend of mine, Fred Slabach, who has been nominated by the President to be an Assistant Secretary of Agriculture for Congressional Relations.

I can say that Fred is one of the finest and nicest people I have ever met. He is a person I came to know when he was still a student at Mississippi College. I was a candidate for the United States Senate, and I hope this doesn't hurt him, but I have to tell you that he took a very active role in my campaign for election to the Senate in 1978. He captured later by the Democrats, I have to point out.

He has distinguished himself not only as a student in his student days in law school, but in every job he has ever had he has done well. He has earned the respect of people with whom he has worked. He was legislative counsel to my former State colleague, Senator John Stennis. He got to know the workings of the United States Congress and the Federal Government at very close range and he was always someone who was viewed as a person of competence and good judgment. I am sure he will bring to this job the same kind of dedication that he brought to his studies as a law student, which earned him the Phi Delta Phi Award as the graduating

senior selected by the faculty as the most outstanding graduate of the law school that year.

The CHAIRMAN. Did you just throw that in because I was a member of Phi Delta Phi at Georgetown?

[Laughter.]

Senator COCHRAN. I can say, Mr. Chairman, without any reservation that I know he is going to do an excellent job for the Secretary of Agriculture and for the administration in this capacity, and I know that he will help us understand the administration's views and positions on issues that are pending before this committee. I look forward very much to having the pleasure again of working closely with Fred Slabach. They couldn't do any better.

The CHAIRMAN. Well, I appreciate that.

Mr. Slabach, I must tell you that Senator Cochran has also talked to me and said very good things about you. He is one of the closest friends I have in the U.S. Senate, so that helps a great deal.

Please come forward. Let me just swear you in. Do you solemnly swear that the testimony you shall give in this matter shall be the truth, the whole truth and nothing but the truth, so help you God?

Mr. SLABACH. I do.

The CHAIRMAN. I understand your wife is here, too. Would you like to just introduce her for the record, because some day you may, in cleaning out closets, find this transcript and you want to make sure that you can both look at it.

TESTIMONY OF FREDERICK G. SLABACH, OF MISSISSIPPI, TO BE ASSISTANT SECRETARY OF CONGRESSIONAL RELATIONS, UNITED STATES DEPARTMENT OF AGRICULTURE

Mr. SLABACH. Yes, Mr. Chairman, thank you very much. I would like to introduce my wife, Melany Neilson, who is here with me this morning. Thank you.

The CHAIRMAN. Thank you, and did you have anybody else here with you, any relatives?

Mr. SLABACH. No.

The CHAIRMAN. Fine. Please go ahead. I understand you may have an opening statement.

Mr. SLABACH. Yes, Mr. Chairman, I have a statement that I would like to have entered in the record.

The CHAIRMAN. It will be.

Mr. SLABACH. This morning, I would just like to thank you and Senator Lugar for the courtesy of this hearing, and I want to thank my senior Senator, Thad Cochran, from Mississippi, for his kind introduction of me to this committee. I would also like to thank the President and Secretary Espy for the trust and confidence that they have placed in me and the opportunity that they have given me to serve in this administration and on behalf of American agriculture.

I believe that one of my primary responsibilities will be to provide you, Mr. Chairman, and the other members of this committee with timely and accurate information on the Department's activities and plans, and I know that with your help and with the help of the other members of this committee that we will be able to meet the many challenges that we face at USDA.

Thank you.

The CHAIRMAN. Thank you. Ms. Neilson, I understand from your husband that you had an opportunity to be in Vermont recently. I will try to hold a hearing up there at some point. Perhaps, both of you could come, but we will try to make it a little warmer.

I don't know what it is about folks from Mississippi coming up there. I once enticed Senator Cochran to come up—I said, it is beautiful, it is like a winter wonderland this time of year. I painted this picture that we could go out and hike in the snow. I said it doesn't feel cold because it is dry, and so on. We got up there and the weather dropped to about 25 degrees below zero with a wind chill factor of about 60 below zero. Thad suggested that I was going to have to make a lot of trips to Mississippi to make up for that one.

[Laughter.]

Mr. SLABACH. Mr. Chairman, we had the same nice, warm welcome when we were up there.

The CHAIRMAN. When you were here with Senator Stennis—a man that all of us who had an opportunity to serve with him admired greatly—I know that he paid close attention to what was going on in Government agencies. You know from that experience that if he asked somebody from the staff to get fast, accurate information, he expected it was going to come back.

What will you do to help make sure that members of this committee on both sides of the aisle, if they want information from the Department, will get it quickly, accurately, timely?

Mr. SLABACH. Mr. Chairman, since coming to the Department a few months ago in another capacity, I have begun making plans and attempting to get an idea of the kind of problems that we face in coordinating this kind of an effort. As you know, we have 43 agencies within the Department of Agriculture and many of them have their own public information or Congressional Relations staff, and one of the things that I noticed was that quite often there was a lack of coordination in terms of getting that kind of information up here to this committee and to other members of Congress.

We have implemented a reporting system and a structure within the Office of Congressional Relations that operates on a desk system that I hope will be able to make the efforts of getting you that information much more successful.

The CHAIRMAN. Well, I would hope so because any one of us can call the Secretary and we will get through to him immediately. He is very available in that way, but the Secretary shouldn't have to deal with a lot of the routine things by any means.

I have sent down 47 letters to the Secretary since he took office. A lot of those were routine, but at least 4 of them were not answered within 60 days, several within 30 days. Now, if that is happening to me as chairman, I can imagine what is happening to others. Maybe they get theirs answered quicker, which would be another problem you might have.

Nobody should have a turnaround time like that. I mean, if I get a letter from the Secretary, I would expect to get a response back to him immediately. We are leading up to the 1995 farm bill and I would urge you to work very hard on coordination, and if you are having difficulty with all those agencies in coordinating, come back

and tell me and tell Senator Lugar and Senator Cochran. We will help with that.

Incidentally, there are two required questions that I must ask you. If you are confirmed by the Senate, will you faithfully execute the laws passed by Congress, regardless of any prior statements you have made or biases you may have held?

Mr. SLABACH. Yes, Mr. Chairman.

The CHAIRMAN. If your nomination is approved by the committee and the Senate, do you promise to respond to requests to appear and testify before this committee or any other duly constituted committee of the Senate?

Mr. SLABACH. I will.

The CHAIRMAN. The 1990 farm bill authorized a new regional program to provide training in sustainable agriculture to extension personnel. They are supposed to operate in parallel with USDA's Sustainable Agriculture Research and Education program, SARE, that was first funded in 1994. It is my understanding that funding for the training program will be allocated to the State extension directors at the host institutions of the four SARE regional administration councils. Overall planning and program coordination will be the responsibility of the regional councils, in cooperation with the State extension directors and sustainable agriculture coordinators. Is that pretty accurate?

Mr. SLABACH. That is accurate.

The CHAIRMAN. We are going to have to move forward on the reorganization of USDA. The administration's budget projections estimate savings of \$2.6 billion through fiscal year 1998 due to USDA's reorganization plan. If we don't have that plan going through, are we going to have a problem meeting those targets?

Mr. SLABACH. Senator, I think that if we do not have movement early this year on the Secretary's reorganization bill, we will face serious problems in meeting the savings that have already been calculated into the budget both in the remainder of the 1994 budget year as well as in 1995.

The CHAIRMAN. Well, let me mention—and I won't go into a lot of other questions. We discussed some of these things in my office the other day. I think, one, it is very, very important that you are on board, but, secondly, the coordination is going to be vital. We have to do the reorganization and I want to do it in a way that makes sense, not a baby-out-with-the-bath-water type of action.

We do face the 1995 farm bill next year and a number of other things, and I think that all of these things are going to require the highest degree of coordination. I would urge you to work very carefully on that, but I would also urge you not to hesitate to come and see me or other members of the committee if you think things are getting off track or if you think some of the things we are asking don't make sense or can't be understood. Come and talk to us because we want to make it work.

This committee has the reputation of doing much of its work, the vast bulk of its work, by consensus, and it is not one driven by ideology as much as it is driven by pragmatism and that should be helpful to you.

I yield to the distinguished senior Senator from Indiana.

Senator LUGAR. Thank you very much, Mr. Chairman. Mr. Slabach, I just want to trace through with you for a moment your record and your qualifications. As I have read the record, you have served as legislative counsel for Senator Stennis. What were your duties during that period of time?

Mr. SLABACH. As legislative counsel, I was responsible for a number of substantive areas. One of them was agriculture. Other areas included commerce and several other issues, but as well I was legal counsel to the Senator. He had a habit of having someone on his staff who was a relatively recent graduate of law school to keep him up to speed on any legal developments that he needed to be aware of.

Senator LUGAR. How did you come to the attention of Senator Stennis to begin with? Why was this appointment made and this responsibility given to you?

Mr. SLABACH. Senator, as I recall, when I had worked up here in Washington before for the law firm of Akin, Gump, Strauss, Hauer and Feld, I had had a number of dealings with members of his staff, in particular Eve Creswell, who was his longtime administrative assistant, and I believe—although I cannot be certain, I believe that was probably where I first got to know the Senator and became familiar with many of the members of his staff.

Senator LUGAR. You proceeded to the Stennis Center. What were your duties there?

Mr. SLABACH. I was the deputy director and general counsel of the Stennis Center for Public Service Training and Development, which is a Federal agency that was created right before Senator Stennis left office to provide training opportunities for Federal, State and local employees around the country.

My primary responsibilities were to—I worked there for about a year-and-a-half, and that was during the start-up phase of the Center and my primary responsibilities related to making sure that we got up and running, we abided by all the Federal regulations and the statutes that applied to a Federal agency of that nature.

Senator LUGAR. Did you know Secretary Espy when he was a Congressman? This simply leads to the question of how you came into this current appointment. Apparently, you came initially last fall to serve as a personal assistant to him or in some capacity. Could you describe that relationship, how you met the Congressman and then-to-be Secretary?

Mr. SLABACH. I met Secretary Espy actually before he was elected to Congress. I was the Executive Director of the Mississippi Democratic Party from 1985 to 1987, and it was during that time that the Secretary first ran for Congress in the 2nd Congressional District in Mississippi and it was through that association that I first became acquainted with the Secretary. Since that time, we have remained in contact both on a professional as well as a personal basis, and I did come on in October, mid to late October, as a special assistant to the Assistant Secretary for Congressional Relations.

Senator LUGAR. What have you been working on during that period?

Mr. SLABACH. During that period of time, I have been primarily taking a look at the situation that I described earlier to Senator

Leahy involving coordination of dissemination of information to Capitol Hill, to Congress, and been taking a very hard look at the organizational structure of the Department in the hopes that we would be able to do a better job of responding to requests for information, and also looking ahead to the possibility of my confirmation in the hopes that I would be able to contribute to the reorganization effort.

Senator LUGAR. As you pointed out, there are at least 43 identifiable parts of USDA, many of which have public relations officials presently. Does the draft legislation that the Secretary has forwarded deal with that situation or is that still hypothetically out there for you and him to deal with at some point?

Mr. SLABACH. Well, there are still many of the implementing details that would have to be worked out, but the Secretary's plan scales back the number of agencies within the Department from 43 to 30, I believe, and in the process we believe that we will be able to accomplish a number of savings in terms of personnel and streamlining within the Department.

One of the areas that the Secretary is most concerned about is the number of public affairs officials that are in the Department of Agriculture, and as we go about streamlining the Department I would expect that that is one area that we would take a very serious look at in terms of achieving the savings that we would like to achieve.

Senator LUGAR. I think the Secretary has cited that area. I was just curious whether the legislative language currently that moves from the 43 agencies to the 30 explicitly deals with public relations or whether that is still to be fleshed out after these consolidations occur.

Mr. SLABACH. It would be fleshed out after the consolidations occur. The Secretary's approach to reorganization in terms of drafting language to submit to the Hill for consideration was to provide the greatest amount of discretionary authority to the Secretary to be able to reorganize. So the bill itself does not talk about very many of the specifics. It simply removes legislative roadblocks to his ability to reorganize.

Obviously, there are many areas that he has a particular interest in and none of those areas are spelled out specifically in the bill. The bill that he submitted last year would remove the legislative roadblocks to his ability to reorganize, but those kind of streamlining efforts are yet to be fleshed out.

The Secretary did send a briefing booklet up to the Hill late last fall which contained a lot of the streamlining figures that he would like to achieve and it talked about the reduction of personnel in the headquarters as well as reduction of personnel in the field.

Senator LUGAR. Let me just say that I have not written as many letters to the Secretary as Senator Leahy has, so I am not waiting for as many responses, although I think the Senator said only four perhaps were out there or have taken some time.

My problem, quite frankly, is we have visited with the Secretary whenever he has appeared here, and with the assistant secretaries as they came for confirmation, about reorganization of the Department. In Vice President Gore's Reinventing Government and in the current budget submission by the President, frequent mention is

made of 1,100 or more field offices being reorganized, in addition to the downsizing of the 43 parts of USDA to 30 or other aspects of this.

But it has been very difficult to obtain from the Secretary any idea of exactly when this would occur or through what vehicles, although, as you point out, this briefing material did arrive during the recess and was encouraging sign of spring, in a way, that something was on the way and sort of a letter might follow.

The CHAIRMAN. Spring planting.

Senator LUGAR. It may be that simply the Secretary has been overwhelmed and there are still positions to be filled, and this has not been an easy task, I appreciate, during the first year. But at the same time, your coming today into this position offers still another avenue to indicate that I think the Chairman, in his expression, and I would simply second that, is really eager to get on with this, and preferably with the Secretary offering the lead.

From the very first breakfast we had with him, we indicated that if he would send to us draft legislation that very day, we would like to deal with it because we think these are urgent situations. So a year later, I think I still reiterate that plea. This is not a factor in your confirmation, but simply in recognition that—I favor your nomination and certainly will vote for confirmation and look forward to seeing you, and we are not shooting the messenger, but really trying to get word back to the Secretary that this is urgent, just as you have suggested, in a time frame that must happen soon if you are to have the budget savings that this Department is charged with having.

Mr. SLABACH. Yes, Senator, and the Secretary has indicated at almost every sub-Cabinet meeting that he has held that this is his number one priority for this year, and I want to thank the chairman and you for pushing forward on this issue because it is a high priority for Secretary Espy as well.

Senator LUGAR. Thank you very much.

The CHAIRMAN. Thad?

Senator COCHRAN. Mr. Chairman, I don't have any questions, except I would like to formally and for the record congratulate Fred Slabach on his selection by the administration for this important position. As I mentioned in my description of his background and experience, and my firm belief that he is very well qualified and capable of doing an excellent job in this capacity, I look forward personally to working with him and feel that he will be a bright spot at the Department of Agriculture and reflecting credit on the administration through his competent discharge of the duties to which he is assigned.

The CHAIRMAN. Thank you very much.

The committee will meet tomorrow off the floor after the first vote to bring up your confirmation. I know of no objections to your nomination; at least I have heard of none from any member of the committee. I will hold the record open until 4:00 this afternoon if anybody has written questions.

With that, we will stand in recess.

[Whereupon, at 8:59 a.m., the committee was adjourned.]

A P P E N D I X

PREPARED STATEMENT

Fred G. Slabach

Mr. Chairman, I want to thank you and Senator Lugar for the courtesy of this hearing. And I want to thank my senior Senator Thad Cochran for his kind introduction of me to this committee. I would also like to thank President Clinton and Secretary Espy for the trust and confidence they have placed in me, and for the opportunity they have given me to work on behalf of this Administration and on behalf of American agriculture.

I look forward to working with the President and Secretary Espy in furthering their efforts to revitalize the economy in rural America, to ease hunger in the United States, to promote farm income, and to open international markets for U.S. farm products. Much has already been accomplished in these areas, but much remains to be done.

I come from a farming family. But, like so many Americans, my family left the farm as a result of harsh economic realities. In my case, this transition took place before I was born. My father, like his father before him, was a tenant farmer in the midwest. One of my father's first memories was of his father crying at the forced sale of his livestock brought on by the foreclosure of his landlord's property during the depression.

Although my grandfather was able to survive, his relationship to the land remained tenuous. By the late 1940s, with a young family and the memories of his father's perilous livelihood, my father reluctantly joined the ranks of former farmers who headed for the economic security of a job with industry.

My commitment to rural America is not, whoever, the result of nostalgic yearning for the return of the yeoman farmer. Times have changed. Farming has changed. And the role of the Department of agriculture must change to meet the new realities of life in rural America. Secretary Espy has already embarked on a journey to push USDA into the twenty-first century. The Secretary's reorganization plan is a first step in that direction. The Department has the responsibility of administering programs to stabilize and improve farm income, open foreign markets, alleviate hunger, and invigorate the rural economy. These are modern problems that call for a modern organization to solve.

My role and the role of the Office of Congressional Relations will be to work with this committee and the rest of Congress to implement legislation to meet these goals. I believe one of my primary responsibilities will be to provide you, Mr. Chairman, and every member of this committee, with timely and accurate information regarding the Department's plans and activities.

With your help and the help of the members of this committee, I am confident the Secretary and all of us at USDA can meet the many challenges we face.

BIOGRAPHICAL INFORMATION (PUBLIC)

1. Full name (include any former names used):

Frederick Gilbert Slabach

2. Address: List current place of residence and office address(es). List all office and home telephone numbers where you may be reached.

Home Number: 629 14th Street, N.E.
Washington, D.C. 20002
202-399-6645

Office Number: Department of Agriculture
Office of Congressional Relations
Washington, D.C. 20250-0100
202-720-7095

3. Date and place of birth.

November 7, 1956—South Bend, Indiana

4. Marital Status (include maiden name of wife or husband's name). List spouse's occupation, employer's name and business address(es).

Married to Melany Cheryl Nielson
writer, self-employed

5. Education: List each college and graduate or professional school you have attended, including dates of attendance, degrees received, and dates degrees were granted.

- (a) Columbia University Law School
New York, New York
August, 1990—May, 1991
Master of laws (LL.M.)—May, 1991

- (b) University of Mississippi
School of Law
Oxford, Mississippi
August, 1979—May, 1982
Juris Doctor (J.D.)—May, 1982

- (c) Mississippi College
Clinton, Mississippi
August, 1974—May, 1979
Bachelor of Science (B.S.)—May, 1979

William Carey College
Hattiesburg, Mississippi
June—July, 1973
No degree

6. Employment Record: List (by year) all business or professional corporations, companies, firms, or other enterprises, partnerships, institutions and organizations, nonprofit or otherwise, including farms, with which you were connected as an officer, director, partner, proprietor, or employee since graduation from college; include a title and brief job description.

- (a) Special Assistant to the Assistant Secretary for Congressional Relations, U.S. Department of Agriculture, Washington, D.C. 20250; ber, 1993—Present; congressional relations for USDA.
- (b) Associate Dean and Assistant Professor of Law
Mississippi College School of Law
Jackson, Mississippi
June, 1991 October, 1993; administration of academic program for 375 student law school and professor of Constitutional Law.
- (c) Young Lawyers Division of the Mississippi Bar Board of Directors
June, 1991—October, 1993; board of directors for young lawyers section of the Mississippi Bar.
(Uncompensated position)

- (d) The Board of Directors of the Central Mississippi Legal Services, Inc.
Jackson, Mississippi
March, 1993—October, 1993; governing body of the legal services agency for Central Mississippi.
(Uncompensated position)
- (e) The National Advisory Board of The Margaret Walker Alexander Center, Jackson State University, Jackson, Mississippi
August—October, 1993; advisory board for educational non-profit organization affiliated with state institution of higher learning.
(Uncompensated position)
- (f) Deputy Director/General Counsel
John C. Stennis Center for Public Service Training and Development
Starkville, Mississippi
January, 1989—August, 1990; educational training and development program activities; administration of trust fund and Federal Government regulations and contracts.
- (g) Legislative Counsel
U.S. Senator John C. Stennis
Washington, D.C.
June, 1987—January, 1989; legal counsel; legislative aide.
- (h) Administrative Assistant
Office of the Governor
Jackson, Mississippi
November, 1986—June, 1987; intergovernmental and legislative relations.
- (i) Executive Director
Mississippi Democratic Party
Jackson, Mississippi
June, 1985—November, 1986; organizational and financial activities for 1985–86 Congressional election cycle.
- (j) Associate Attorney
Akin, Gump, Strauss, Hauer & Feld
Washington, D.C.
October, 1983—May, 1985; legislative and administrative practice.
- (k) Law Clerk
U.S. District Judge William C. Ready
Greenville, Mississippi
June, 1982—October, 1983; research and writing for Federal judge.

7. Military Service: Have you had any military service? If so, give particulars, including the dates, branch of service, rank or rate, sea number and type of discharge received.

No.

8. Government Service: State (chronologically) your Government service or public offices you have held, including the terms of service grade levels and whether such positions were elected or appointed.

- (a) Special Assistant to the Assistant Secretary
for Congressional Relations, U.S. Department of Agriculture,
October, 1993—Present
GS-15 (10/93)—SES (11/93)
Appointed by Secretary of Agriculture
- (b) Deputy Director/General Counsel
John C. Stennis Center for Public Service Training and Development
January, 1989—August, 1990
GS-15
Appointed by Director of Center
- (c) Legislative Counsel
U.S. Senator John C. Stennis
June, 1987—January, 1989

GS-15 equivalent (Federal)
Appointed by Senator Stennis

- (d) Administrative Assistant
Office of the Governor
November, 1986—June, 1987
\$36,000/yr. (State of Mississippi)
Appointed by the Governor
- (e) Law Clerk
U.S. District Judge William C. Ready
June, 1982—October, 1983
JSP10 (6/82)—JSP12 (6/83)

9. Honors and Awards: List any scholarships, fellowships, honorary degrees, and honorary society memberships that you received and believe would be of interest to the Committee.

- (a) Harry S. Truman Scholar—National competitive Federally funded 4-year scholarship for individuals with an interest in public service as a career (1977).
- (b) Omicron Delta Kappa—Leadership honorary society (1973).
- (c) Outstanding Pre-Law Graduate—Selected by faculty at Mississippi College (1979).
- (d) Mock Trial Award—Outstanding Mock Trial at the University of Mississippi Law School (1981).
- (e) Phi Delta Phi Award—Faculty award to Outstanding Law School Graduate (1982).

10. Other Memberships: List all organizations to which you belong, excluding religious organizations.

- (a) Mississippi Bar, Jackson, Ms. (Inactive Status)
- (b) Washington, D.C. Bar (Inactive Status)
- (c) American Bar Association, Chicago, Illinois.

11. Published Writings: List the titles, publishers, and dates of books, articles, reports, or other published materials (including published speeches) you have written. Please include on this list published materials on which you are listed as the principal editor. It would be helpful to the Committee if you could provide one copy of all published material that may not be readily available. Also, to the maximum extent practicable, please supply a copy of all unpublished speeches you made during the past 5 years on issues involving agriculture, nutrition, forestry or commodity futures policy or related matters.

- (a) Equal Justice—Applying the Voting Rights Act to Judicial Elections, to be published in February, 1994, in volume 62 of the University of Cincinnati Law Review (copy attached).
- (b) Multiple entries in *Encyclopedia of African-American Civil Rights*, edited by Charles D. Lowery and John F. Marszalek, Greenwood Press (1991) (copy attached).
- (c) Note, Civil Rights—Section 1983—Municipal Corporation Is Not Entitled To Qualified Immunity For Good Faith; Violations By Its Officials, 51 Miss. L.J. 139 (1980) (copy attached).

12. Health: What is the present state of your health?

Excellent.

FINANCIAL DATA AND CONFLICT OF INTEREST (PUBLIC)

1. Have you severed all connections with your immediate past private sector employers, business firms, associations, and/or organizations?

Yes. Pursuant to long-standing precedent, however, I have received a leave of absence from Mississippi College School of Law through the spring semester of 1995 in order to accept this appointment. If I leave Government service, I would have the right to return to the College as an Assistant Professor of Law. This leave of absence may be extended at the discretion of the College President. Mississippi College is a private liberal arts college in Clinton, Mississippi. It receives no Federal

funds, except those which go to students through Federally guaranteed student loans, etc. Attached, please find a recusal letter relating to issues involving Mississippi College.

2. List sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock options, incompleting contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, former employers, clients, or customers.

None.

3. Do you, or does any partnership or closely held corporation in which you have an interest, own or operate a farm or ranch? (If yes, please give a brief description including location, size and type of operation.)

No.

4. Have you, or any partnership or closely held corporation in which you have an interest, ever participated in Federal commodity price support programs? (If yes, provide all details including amounts of direct Government payments and loans received or forfeited by crop and farm, etc. during the past 5 years.)

No.

5. Have you, or any partnership or closely held corporation in which you have an interest, ever received a direct or guaranteed loan from or cosigned a note to the Farmers Home Administration? (If yes, give details of any such loan activity during the past 5 years.)

No.

6. Have you, or any partnership or closely held corporation in which you have an interest, ever received payments for crop losses. Have the Federal Crop Insurance program? (If yes, give details.)

No.

7. If confirmed, do you have any plans, commitments, or agreements to pursue outside employment or engage in any business or vocation, with or without compensation, during your service with the Government? (If so, explain.)

No.

8. Do you have any plans to resume employment, affiliation, or sign practice with your previous employers, business firms, associations, or organizations after completing Government service? (If yes, give details.)

I have the option to return to Mississippi College School of Law as an Assistant Professor of Law. (See answer to #1 above.)

9. Has anyone made a commitment to employ you or retain your SE in any capacity after you leave Government service? (If yes, please specify.)

Mississippi College School of Law has granted me a leave of absence which would allow me to return to my previous employment as an Assistant Professor of Law. See answer to #1 above.

10. Identify all investments, obligations, liabilities, or other relationships which involve potential conflicts of interest in the position to which you have been nominated.

I have no investments, obligations, liabilities or other relationships which involve potential conflicts-of-interest. I have no investments other than a savings account. All obligations and liabilities are consumer-debts and to commercial banks, credit unions, and credit card companies.

11. Have you ever received a Government guaranteed student loan? If so, has it been repaid?

Yes. I received a Government guaranteed student loan for the 1981-82 academic year at the University of Mississippi Law School (J.D.). It has been paid in full. I also received Government guaranteed student loans for the 1990-91 academic year at Columbia University School of Law (LL.M.) These loans have not been repaid in full, but are current. The repayment schedule calls for full payment in 2001.

12. If confirmed, explain how you will resolve any potential conflict of interest, including any that may be disclosed by your responses to the above items.

I do not foresee any conflicts-of-interest. However, I have signed a recusal letter for any items which affect Mississippi College. (Copy attached.)

UNITED STATES OFFICE OF GOVERNMENT ETHICS
1201 NEW YORK AVENUE, NW., SUITE 500
Washington, DC 20005-3917 January 31, 1994

DEAR MR. CHAIRMAN: In accordance with the Ethics in Government Act of 1978, I enclose a copy of the financial disclosure report filed by Frederick G. Slabach, who has been nominated by President Clinton to the position of Assistant Secretary of Agriculture for Congressional Relations.

We have reviewed the report and have obtained advice from the Department of Agriculture concerning any possible conflict in light of its functions and the nominee's proposed duties.

Based thereon, we believe that Mr. Slabach is in compliance with applicable laws and regulations governing conflicts of interest.

Sincerely,

(Signed) STEPHEN D. POTTS,
Director

Reporting Individual's Name		Page Number	
Frederick G. Slabach		2	
SCHEDULE A			
Assets and Income BLOCK A Identify each asset held for the production of income which had a fair market value exceeding \$1,000 at the close of the reporting period. Identify each asset or source of income which generated over \$200 in income during the reporting period.		Valuation of Assets at close of reporting period BLOCK B None (or less than \$1,001) \$1,001 - \$15,000 \$15,001 - \$50,000 \$50,001 - \$100,000 \$100,001 - \$250,000 \$250,001 - \$500,000 \$500,001 - \$1,000,000 Over \$1,000,000	Income: type and amount. If "None (or less than \$201)" is checked, no other entry is needed in Block C for that item. BLOCK C Type Dividends Rent and Royalties Interest Capital Gains Excepted Investment Fund Excepted Trust Qualified Trust Other (Specify Type) Amount None (or less than \$201) \$201 - \$1,000 \$1,001 - \$2,500 \$2,501 - \$5,000 \$5,001 - \$15,000 \$15,001 - \$50,000 \$50,001 - \$100,000 \$100,001 - \$1,000,000 Over \$1,000,000 Actual Amount Only if "Other" specified Date (Mo., Day, Yr.) Only if Honoraria
1	None <input type="checkbox"/> Central Airlines Common Dow Jones & Smith International USA Hampshire Equity Fund Dow Jones & Smith pension plan Mississippi College, Clinton, Mississippi (12/15, 12/16, 12/17)		
2	William Jewell College, Liberty, MO		salary \$100,040 6/16/92
3	University of Alabama Press, Tuscaloosa, AL (5/16, 7)		Honoraria 750 6/16/92
4			
5			
6			
7			

Executive Branch PUBLIC FINANCIAL DISCLOSURE REPORT

Reporting Status (Check appropriate boxes) <input type="checkbox"/> Incumbent <input checked="" type="checkbox"/> New Entrant, Nominee, or Candidate		Calendar Year Covered by Report 1992-1993		Designation, Title, Position, or Office (Check appropriate box) <input type="checkbox"/> Filer <input type="checkbox"/> Filer		Termination Date (Month/Day/Year)		Agency Use Only	
Reporting Individual's Name Last Name: Slabach First Name: Frederick G. Middle Initial: G.		Position for Which Filing Assistant Secretary for Congressional Relations Department of Agriculture		Termination Date (Month/Day/Year)		Agency Use Only OGE Use Only		Fee for Late Filing Any individual who is required to file this report and does so more than 30 days after the due date of filing is subject to a late filing fee of \$200. If the extension period is more than 30 days after the last day of the filing extension period shall be subject to a \$200 fee.	
Location of Present Office (or forwarding address) 151 E. Griffith St. Jackson, MS 39201 Telephone No. (Include Area Code) (601) 969-6094		Position Held with the Federal Government (or forwarding address) None		Do You Intend to Create a Qualified Divorced Trust? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		Reporting Periods Incumbent: The reporting period is the preceding calendar year except Part II of Schedule C and Part I of Schedule D where you must also include the filing year up to the date you file. Part II of Schedule D is not applicable. Termination Filers: The reporting period begins at the end of the period covered by your previous filing and ends at the date of termination. Part II of Schedule D is not applicable. Nominees, New Entrants and Candidates for President and Vice President: Schedule A: The reporting period for income (BLOCK C) is the preceding calendar year and the current calendar year up to the date of filing. Value assets as of any date you choose that is within 31 days of the date of filing. Schedule B: Not applicable. Schedule C, Part I (Liabilities): The reporting period is the preceding calendar year and the current calendar year up to any date you choose that is within 31 days of the date of filing. Schedule C, Part II (Agreements or Arrangements): Show any agreements or arrangements as of the date of filing. Schedule D: The reporting period is the preceding two calendar years and the current calendar year up to the date of filing.			
Signature of Reporting Individual <i>Frederick G. Slabach</i>		Signature of Designated Agency Ethics Official/Reporting Official <i>Lang B. Gipe</i>		Date (Month, Day, Year) 9-22-93		Date (Month, Day, Year) 1-25-94		Date (Month, Day, Year) 1/31/94	
Signature of Other Personnel (If required by agency)		Signature of Designated Agency Ethics Official/Reporting Official <i>Lang B. Gipe</i>		Date (Month, Day, Year) 1-25-94		Date (Month, Day, Year) 1/31/94		Date (Month, Day, Year) 1/31/94	
Signature of Reporting Individual (If required by agency)		Signature of Designated Agency Ethics Official/Reporting Official <i>Lang B. Gipe</i>		Date (Month, Day, Year) 1-25-94		Date (Month, Day, Year) 1/31/94		Date (Month, Day, Year) 1/31/94	
Comments of Reporting Official (If additional space is required, use the reverse side of this form) <i>None</i>		Comments of Reporting Official (If additional space is required, use the reverse side of this form) <i>None</i>		Comments of Reporting Official (If additional space is required, use the reverse side of this form) <i>None</i>		Comments of Reporting Official (If additional space is required, use the reverse side of this form) <i>None</i>		Comments of Reporting Official (If additional space is required, use the reverse side of this form) <i>None</i>	

Reporting Individual's Name Frederick G. Slabach	<div style="text-align: center;"> SCHEDULE B New Entrant/Nominee/Candidate Schedule Not Applicable </div> <div style="text-align: right;"> Page Number <div style="border: 1px solid black; display: inline-block; padding: 2px 5px;">X</div> 3 </div>
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Part I: Transactions

Report any purchase, sale, or exchange by you, your spouse, or dependent child during the reporting period of any real property, stocks, bonds, commodity futures, and other securities when the amount of the transaction exceeded \$1,000. Include transactions that resulted in a loss. Do not report a transaction involving property used solely as your personal residence, or a transaction solely between you, your spouse, or dependent child. Check the "Certificate of divestiture" block to indicate sales made pursuant to a certificate of divestiture from OGE.

Line	Identification of Asset	Transaction Type (a)			Date (Mo., Day, Yr.)	Amount of Transaction (a)	Certificate of Divestiture (b)												
		Purchase	Sale	Exchange			\$1,001 - \$1,000	\$1,001 - \$5,000	\$5,001 - \$10,000	\$10,001 - \$25,000	\$25,001 - \$50,000	\$50,001 - \$100,000	\$100,001 - \$250,000	\$250,001 - \$500,000	\$500,001 - \$1,000,000				
1	Example: Central Airlines Common				2/20/1														
2	Nominee - not applicable																		
3																			
4																			
5																			

Part II: Gifts, Reimbursements, and Travel Expenses

Report the source, a brief description (including travel, dates, and the nature of expenses provided), and the value of (1) transportation, lodging, food or entertainment received from one source totaling \$250 or more (unless received as personal hospitality at the donor's personal or family residence); (2) other gifts from one source totaling \$100 or more in value, and (3) cash reimbursements of \$250 or more from one source. Exclude gifts, reimbursements and travel expenses from the U.S. Government. Also exclude gifts from relatives, gifts of \$75 or less when aggregating gifts for the total from one source, and gifts and reimbursements received by your spouse or dependent child that were given totally independent of the relationship to you. See instructions for further exclusions.

Line	Source (Name and Address)	Brief Description	Value
1	Example: Nat'l Assn. of Book Collectors, NY, NY Nat'l Assn. of Book Collectors, NY, NY	Airline ticket, hotel room, & meals incident to national conference 6/15/00 Leather briefcase for meeting president	\$600 \$75
2	Nominee - not applicable		
3			
4			
5			

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 4-78 (Rev. 2-84)
 U.S. Office of Governmental Ethics

Reporting Individual's Name		Page Number			
Frederick G. Slabach		4			
SCHEDULE C					
Part I: Liabilities Report liabilities over \$10,000 owed to any one creditor at any time during the reporting period by you, your spouse, or dependent child. Check the highest amount owed during the reporting period. Exclude a mortgage on your personal residence unless it is rented out, loans secured by a domicile, household furniture or appliances, and liabilities owed to certain relatives listed in instructions. See instructions for revolving charge accounts.					
Creditor Name and Address	Type of Liability	Date Incurred	Interest Rate	Term if applicable	Priority of Amount or Value (1)
Example: Tom University, Washington, DC Box 2000, 12345, Washington, DC	Mortgage on rental property, Delaware	1981	12%	20 yrs on demand	\$10,000,000
1 United States Senate Federal Credit Union Washington, D.C.	Promissory note *	1987	11.4%	revolving	\$50,000
2 United States Senate Federal Credit Union Washington, D.C.	Promissory note	1993	6.5%	2yrs.	\$15,000
3 Student Loan Servicing Center Harrisburg, Pennsylvania	Promissory note *	1990	8.75% 8.75%	10yrs	\$10,000
4 * two separate loans at separate interest rates total of more than \$10,000					\$10,000
5 three separate loans from the same source with separate interest rates total of more than \$10,000					\$10,000
Part II: Agreements or Arrangements Report your agreements or arrangements for future employment, leaves of absence, continuation of payment by a former employer (including severance payments), or continuing participation in an employee benefit plan. See instructions regarding the reporting of negotiations for any of these arrangements or benefits.					
Source and Terms of Any Agreements or Arrangements	Priority	Year			
Example: Pursuant to membership agreement, will receive lump sum payment of capital account & partnership share if retired on service performed through 1990, and retained pension benefits independent manager fully funded defined contribution plan.	The Jones & Smith, Houston, USA	1985			
1 Pursuant to longstanding policy, I have requested a leave of absence in order to take this position in federal government. If I leave government service, I would have the right to return to the college as an assistant professor of law. Salary and benefits would not be negotiated until my return.	Mississippi College, Clinton, MS	9/93			

None ☐

Reporting Individual's Name

Frederick G. Slabach

Page Number

5

SCHEDULE D

Part I: Positions Held Outside U.S. Government

Report any positions held during the applicable reporting period, whether compensated or not. Positions include but are not limited to those of an officer, director, trustee, general partner, proprietor, representative, employee, or consultant of any corporation, firm, partnership, or other business enterprise or any non-profit organization or educational institution. Exclude positions with religious, social, fraternal, or political entities and those solely of an honorary nature.

None ☐

Example	Organization Name and Address <small>(For Jones & Smith: National USA)</small>	Type of Organization <small>(Non-profit, education, law firm)</small>	Position Held <small>(President, Partner)</small>	From (Mo./Yr.) <small>(6/92)</small>	To (Mo./Yr.) <small>(1/93)</small>
1	Mississippi College School of Law, Jackson, MS	educational institution	Associate Dean & Assistant Professor	6/92	1/93
2	Central Mississippi Legal Services, Inc., Jackson, MS	non-profit legal assistance organization	Director	1/93	10/93
3	Mississippi Bar, Young Lawyers Division, Jackson, MS	bar association	Director	7/91	10/93
4	National Advisory Board of the Margaret Walker Alexander Center, Jackson State Univ., Jackson, MS	non-profit Historical Assn.	Director	9/93	10/93
5					
6					

Part II: Compensation In Excess Of \$5,000 Paid by One Source

Report sources of more than \$5,000 compensation received by you or your business affiliation for services rendered directly by you during the reporting period. This includes the names of clients and customers of any corporation, firm, partnership, or other business enterprise, or any non-profit organization when you directly provided the services, including a fee or payment of more than \$5,000. You need not report the U.S. Government as a source.

Incumbent /
 Termination /
 Candidate ☐
 Not Applicable ☒ None ☒

Example	Source Name and Address <small>(For Jones & Smith: 31 Empire St., New York, NY 10001)</small>	Type of Source <small>(Law firm, investment company, etc.)</small>	Amount of Compensation <small>(Total services in connection with university construction)</small>
1	Mississippi College, Clinton, MS	Associate Dean and Assistant Professor of Law	
2			
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4			
5			
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